



The Voice of Small Business

To: Honorable Members of the Families and Children's Services Committee

From: Amanda Radaz, Assistant State Director

Date: April 1, 2009

Re: House Bills 4470 – Adoption Mandate

We are writing to ask that you do not support HB 4470 which would require employers to provide paid leave for the adoption of a child if they currently provide such leave to an employee for the birth of a child.

NFIB believes that paid benefits, such as maternity leave, are better left to be worked out between the employer and employee and not mandated by the State.

There are a couple of points to consider. First, because the birth of a child is a medical condition, many workers are able to go on employer provided short term disability while on maternity leave. This means the cost to the employer is significantly less than that of someone who is adopting and not eligible for such coverage - employers would be required to pay for the entirety out of their pocket. That could be a significant loss to a struggling business.

Second, leave for families who adopt is currently provided under FMLA (Family Medical Leave Act). Employers with 50 or more employees are already required to provide up to 12 weeks of unpaid leave for either the birth or adoption of a child with no threat of job loss. Vacation or sick pay can be used to cover part or all of the FMLA time used.

At a time when Michigan job providers are struggling, it seems counter productive to add one more mandate to those employers who are working to provide their employees with generous benefits.

Unfortunately, as with most mandates, the unintended consequence of this legislation could very well cause many employers to eliminate any paid maternity benefit all together.

We respectfully urge you to oppose HB 4470. Please feel free to contact me with any questions.

Thank you for your support of small business.